



Stylist Job Description

Job Status: Non-Exempt

Minimum Qualifications: Current & active State of Wisconsin Cosmetology Licensure with 2+ years stylist experience

Earnings Range: 35% - 50% commission on regular in-salon services based upon Bloom Stylist Growth Plan. Stylists earn their hourly wage or commission, whichever is greater per pay period. 50% commission on day-of-event bridal services. 10% on haircare products and hair extensions sold.

Vision: We envision Bloom as the most sought-after salon for both stylists and guests in our community—a place known for its thriving culture, unmatched service, and life-changing impact. Our team will be recognized not only for exceptional artistry, but for the way we uplift one another, set new industry standards, and create a space that is a blessing to all who enter.

Mission: At Bloom, our mission is to create a salon environment where stylists can grow faster, earn more, and love what they do—while delivering exceptional, review-worthy experiences to every guest. We are committed to elevating the perception of our industry, proving that hairstylists are true professionals who can build beautiful, abundant lives doing what they love.

Core Values:

- **Professionalism above all else.** We take pride in professionalism. We conduct ourselves in the utmost professional manner at all times and in all situations and circumstances both in and out of the salon.
- **Attention to detail.** We know that excellence is in the details which is why we notice and prioritize the little things. This is a huge part of our elevated experience and is what sets us apart as individuals and as a salon as a whole.

- **Deliver on promises.** We pride ourselves on being a salon team who keeps our word and does what we say we will do. We set realistic expectations and are always open and honest in order to maintain our integrity.
- **Collaborative spirit.** At Bloom we lift & share. We serve anyone and everyone, including each other. We are not too proud or above serving anyone and everyone. We welcome the opportunity to help one another & our guests in any way we can. We share the load in order to provide our guests with the best experience possible.
- **Growth mindset.** We strive to continually better our best and are committed to achieving our personal and professional goals. We are students for life and are committed to ongoing education. We take every opportunity to level up our skills. Talent and business skills always need improving and refining. We welcome all education and educators with open arms and with the excitement to learn and grow.
- **Extreme Ownership.** We take full accountability for our actions, decisions and results, both individually and as a team. We don't shift blame or make excuses, instead, we find solutions, learn from challenges and move forward with integrity. By owning every outcome, we create a culture of trust, reliability, and growth where everyone leads by example.

Benefits:

- Growth & Development Benefits
 - Education reimbursement
 - Regular team trainings
 - Associate mentorship program
 - Opportunities for growth beyond styling
 - Clearly defined career growth plan for promotions
 - Extensions training & certification in the Bloom Extension Method
 - Choice of team education
 - Monthly 1:1 Coaching & Mentorship
- Branding & Target Market Benefits
 - Branding photoshoots
 - Strong salon marketing and social media presence
 - Guaranteed clientele-building support
 - Highly rated 5-star salon reputation
 - Beautiful fully functional website for guests with online scheduling
- Lifestyle Benefits
 - Competitive pay with incentives
 - Commission on retail

- Commission on extension hair
 - Regular team contests & incentives
- Retirement benefits (IRA) with 2% company match
- Free personal services
- Employee discount on retail products and accessories
- Family discount
- Schedule flexibility
- Vacation Pay
- Unlimited time off
- Culture Benefits
 - Team bonding events
 - Periodical pop-up and community events
 - Unique fun-loving & supportive culture
 - Collaborative team environment
 - Low staff turnover
 - Assistant support
 - Mentoring Opportunities
 - Salon leadership and support team
 - Clear client policies and communication
- Environmental Benefits
 - Aromatherapy steamed towels
 - Beverage bar
 - Premier downtown location
 - Room for growth - spacious stations & work area
 - Floor mats
 - Clean luxury products
 - Well stocked color & back bar
 - Client refreshments & amenities
 - Great lighting
 - Security system and cameras
 - Clean, well-equipped, and branded salon
 - Cleaning staff
 - Online scheduling

- Front desk support & Guest Happiness Team
- Clearly defined tools, resources and systems for stylists
- Bridal suite for Bloom Brides

Key Responsibility Areas

- GUEST EXPERIENCE
 - All stylists will perform style consultations in order to decide what services best fit the guest's needs
 - Full and complete consultation using our 5-point consultation process
 - Ensure guest comfort by utilizing the Guest Experience Form and offering beverages, snacks & other amenities
 - Before & after photos taken of each guest
 - Present New Guest Welcome gifts to guests
 - Send Thank You notes to new guests
- SERVICES
 - We are a dimensional color, extensions & bridal focused salon and all stylists are expected to be proficient in and offer:
 - Hair coloring
 - Hair cutting - all lengths
 - Facial waxing
 - Provide services to guests such as shampooing, cutting, styling, coloring and highlighting as agreed upon in the consultation
 - Emphasize product benefits and assist guests in the selection of retail products or services for their hair care needs
 - Keep detailed notes on each guest in the salon software and update as necessary
 - Responsible for scheduling guest's next appointment
- SALON CLEANLINESS
 - Maintains safety standards and cleanliness.
 - Clean up after yourself daily, including:
 - Washing color bowls, bottles & brushes before taking a break or leaving the salon
 - Cleaning your station & work area before taking a break or leaving the salon
 - Checking trash, towels and wiping down sinks throughout the day and before leaving the salon
 - Helping to maintain an overall clean work environment i.e. re-facing & restocking the products after sales, laundry/folding towels, refreshing the

restroom, sweeping hair clippings & debris throughout the day and most importantly before your shift is over

- Perform opening and closing duties
- CONTINUED EDUCATION
 - Attend all mandatory educational classes (we will compensate you for your time)
 - A genuine desire to learn more year over year
- MARKETING & SOCIAL MEDIA
 - Maintains a consistent relationship with the client base in order to ensure return clients
 - Proactively develop new customers; i.e. network, post to social media platforms, hand out business cards, attend events, etc.
 - Post consistently and frequently on social media platforms to market yourself
 - Fulfill your Social Media Agreement based upon the Bloom Stylist Growth Plan
 - All stylists are expected to have active professional social media profiles
 - Film content for Instagram stories
 - Share posts relevant to salon promotions and happenings

All Bloom Team Members must:

- Attend and participate in continuing education and training in order to follow new trends and techniques.
- Be willing to jump in and help when & where needed and take coaching + constructive feedback with grace.
- Display a POSITIVE attitude at all times towards both clients and other team members.
- Be willing to accept any task, within reason, given to you throughout the day to ensure a smooth and consistent flow for stylists and guests.
- Demonstrate professionalism and extreme excellence in customer service on the phone and in person.
- Present yourself professionally at all times both physically and verbally. Keep conversations light and refreshing and dress the part. i.e. make sure clothes are ironed and clean, add accessories and make sure your hair and makeup is complete.
- Speak in a professional manner using our Luxury Language Guide
- Not engage in drama or gossip - with anyone, especially on the styling floor.
- Maintain and work toward monthly service and retail goals.
- Be at work 15 minutes prior to the start time.
- Attend all team meetings and 1:1 coaching sessions